

CHAPTER - VI

WORKERS' VIEWS REGARDING
TRADE UNIONS AND LEADERS

6.1 INTRODUCTION :

Workers and leaders are the equally significant aspects of trade unions. As noted in the previous chapter that the motives of worker determine the nature of his role in union. In the same way the views of worker regarding trade unions and leaders have also a bearing upon his role in relation to union activities. On this background the data pertaining to workers' views regarding functioning of union, the influence of political parties on union and leaders, the elimination of outside leadership and workers' level of satisfaction with role of union leaders, are analysed in the present chapter.

6.2 WORKERS' VIEWS REGARDING THE FUNCTIONING OF UNION :

In order to get the clear idea about the views of workers regarding the functioning of union, the workers were asked whether the union works to their level of expectation. The majority (53.8 per cent) of the workers answered that the union was not functioning to their level of expectation while the remaining (46.2 per cent) workers answered that the union was functioning to their level of expectation.

Further the workers were asked whether the union has succeeded in improving socio-economic status of workers and the data in this regards indicate that more than the half (58.4 per cent) of the workers answered that the union had failed in improving socio-economic status of workers, while less than half (41.6 per cent) workers answered that the union had succeeded in

improving socio-economic status of workers.

Thus, the workers under study were of the view that the union was not functioning to their level of expectation and had failed in improving socio-economic status of workers.

6.3 WORKERS' VIEWS REGARDING THE INFLUENCE OF POLITICAL PARTIES ON UNION :

In order to understand workers' views regarding the influence of political parties on union, the workers were asked whether the union is under the influence of political parties. All the respondents answered this question and it was found that the majority (55.4 per cent) of the workers answered that the union was under the influence of political parties while the remaining (44.6 per cent) workers answered that the union was not under the influence of political parties.

Thus, the data indicate that the workers under study were of the view that the union was under the influence of political parties.

6.4 WORKERS VIEWS REGARDING THE ELIMINATION OF OUTSIDE LEADERSHIP:

Leadership is the dynamic process of interaction, communication and interpersonal influence between the leaders and the followers. In trade unions, we find two types of leadership, 'outside leadership' and 'inside leadership', 'outside leader' is a term usually applied to the persons holding leadership positions in trade unions who are not actual

'labourers' or 'employees' 'Inside leaders' are those who are actual 'workers' or 'employees' and perform tasks of leadership for their fellow workers.

N.K.Sengupta in his paper entitled 'leadership in trade unions' describe 'who are the outsiders?' He observes "The outsider is either a professional trade unionist belonging to one of the national trade unions or a politician and at times a free lancer".¹

On this background the workers were asked whether outside leadership should gradually be eliminated and the data in this regards indicate that the majority (84.6 per cent) of the workers answered that outside leadership should be eliminated while the remaining (15.4 per cent) workers answered that outside leadership should not be eliminated because the present inside leaders are less educated and can not represent workers problems properly. The data thus indicate the favourable trend for inside leadership in trade unions in engineering industry in Kolhapur.

However it can be said that until and unless inside leadership becomes sufficiently self reliant and self dependent, outside leadership cannot be eliminated entirely.

6.5 WORKERS' LEVEL OF SATISFACTION WITH ROLE OF UNION LEADERS:

The level of satisfaction of worker is related to the role of union leader. An enquiry in this connection was made and the data on this aspect are presented in Table 6.1.

TABLE 6.1

DISTRIBUTION OF WORKERS ACCORDING TO THEIR
LEVEL OF SATISFACTION WITH ROLE OF UNION LEADERS

Level of Satisfaction	No. of Workers
Fully satisfied	5 (7.7)
Partly satisfied	26 (40.0)
Unsatisfied	34 (52.3)
Total	65 (100.0)

The above table clearly indicates that the majority (52.3 per cent) of the workers were unsatisfied with the role of union leaders and this was followed by partly satisfied (40.0 per cent) and lastly fully satisfied (7.7 per cent) workers.

Thus, the majority of the workers were unsatisfied as the trade union leaders were not performing their roles properly.

Apart from the above discussion it can be noted that 8 workers were non-members and the reasons stated by these non-members for not joining the union as well as various comments made in this connection also indicate the views of workers regarding trade unions and leaders.

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REFERENCE

- 1 Sen Gupta N.K. : "Leadership in Trade Unions"
'Industrial Relations', Vol.17,
No.4, p.159.